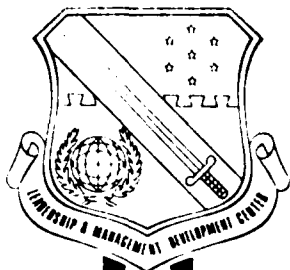


LMDC--TR-85-9  
DECEMBER 1985



**FAMILY FACTORS AND THE CAREER INTENT  
OF AIR FORCE ENLISTED PERSONNEL**

PHILIP M. LEWIS, PhD

DECEMBER 1985

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ADA164 899

## REPORT DOCUMENTATION PAGE

1a. REPORT SECURITY CLASSIFICATION UNCLASSIFIED			1b. RESTRICTIVE MARKINGS		
2a. SECURITY CLASSIFICATION AUTHORITY			3. DISTRIBUTION/AVAILABILITY OF REPORT Approved for public release; distribution unlimited		
2b. DECLASSIFICATION/DOWNGRADING SCHEDULE					
4. PERFORMING ORGANIZATION REPORT NUMBER(S) LMDC-TR-85-9			5. MONITORING ORGANIZATION REPORT NUMBER(S) F49620-85-C-0013		
6a. NAME OF PERFORMING ORGANIZATION Leadership and Management Development Center		6b. OFFICE SYMBOL (If applicable) LMDC/AN	7a. NAME OF MONITORING ORGANIZATION Universal Energy Systems, Inc.		
6c. ADDRESS (City, State and ZIP Code) Maxwell Air Force Base Alabama 36112-5712			7b. ADDRESS (City, State and ZIP Code) 4401 Dayton-Xenia Road Dayton OH 45432		
8a. NAME OF FUNDING/SPONSORING ORGANIZATION USAF Office of Scientific Research		8b. OFFICE SYMBOL (If applicable)	9. PROCUREMENT INSTRUMENT IDENTIFICATION NUMBER		
8c. ADDRESS (City, State and ZIP Code) Bolling Air Force Base Washington DC 20332-5000			10. SOURCE OF FUNDING NOS.		
11. TITLE (Include Security Classification) Family Factors and the Career (See Item 16)			PROGRAM ELEMENT NO.	PROJECT NO.	TASK NO.
					WORK UNIT NO.
12. PERSONAL AUTHOR(S) Lewis, Philip M., PhD					
13a. TYPE OF REPORT Final		13b. TIME COVERED FROM TO		14. DATE OF REPORT (Yr., Mo., Day) December 1985	
				15. PAGE COUNT 33	
16. SUPPLEMENTARY NOTATION (continued from Item 11) Intent of Air Force Enlisted Personnel					
17. COSATI CODES			18. SUBJECT TERMS (Continue on reverse if necessary and identify by block number)		
FIELD	GROUP	SUB. GR.	Spouse attitudes, attributes		
			Job satisfaction		
19. ABSTRACT (Continue on reverse if necessary and identify by block number) The impact of spouse attitudes and attributes on the career intent and job related attitudes of Air Force enlisted personnel was assessed using the Air Force's new Family Survey (AFFS) to measure spouse attitudes and the Organizational Assessment Package to assess the Air Force member's career intent and job attitudes. The Factor structure of the AFFS confirmed its potential utility for assessing critical family variables. Spouses generally viewed Air Force life as more stressful than civilian life, yet most continued to be supportive of and committed to the Air Force. Prominent sources of stress for these families were disruptions caused by work schedules, TDYs, and military exercises and recalls. Reduced employment opportunities and a reduction in family income attendant upon transfer to a new duty location were also viewed as having a negative impact on the family. It proved possible to predict the career intent and job satisfaction of Air Force members from spouse attitudes and other family variables, most importantly from the compatibility of the marital pair's work schedules, the positiveness of the spouse's view of the Air Force and, for career intent only, the perceived stressfulness of (continued on back)					
20. DISTRIBUTION/AVAILABILITY OF ABSTRACT UNCLASSIFIED/UNLIMITED <input checked="" type="checkbox"/> SAME AS RPT. <input type="checkbox"/> DTIC USERS <input type="checkbox"/>			21. ABSTRACT SECURITY CLASSIFICATION UNCLASSIFIED		
22a. NAME OF RESPONSIBLE INDIVIDUAL Major Mickey R. Dansby, USAF			22b. TELEPHONE NUMBER (Include Area Code) (205) 293-7034	22c. OFFICE SYMBOL LMDC/AN	

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19. (continued) the Air Force member's job and of Air Force life for the family. Implications for Air Force policy are briefly discussed.

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## EXECUTIVE SUMMARY

REPORT NUMBER: LMDC-TR-85-9

AUTHOR: Philip M. Lewis, Ph.D., Auburn University

TITLE: Family Factors and the Career Intent of Air Force  
Enlisted Personnel

I. Purpose: To assess the psychometric properties and utility of the Air Force's new Family Survey (AFFS; Appendix A); secondly, to use the Family Survey to assess the current state of Air Force families and the impact of spouse attitudes and family characteristics on the job attitudes and career intent of enlisted personnel.

II. Problem: Although family life and work life are known to have reciprocal effects on each other, until recently the Air Force did not have a good source of data about an important component of family life, the attitudes and perceptions of Air Force spouses. To address this problem, the Leadership and Management Development Center (LMDC) developed and field tested the Air Force Spouse Survey and its successor, the AFFS. The AFFS questionnaire, in conjunction with the LMDC's survey of Air Force members' job attitudes, the Organizational Assessment Package (OAP), provides a rich data base that can be used to assess the relationships between family life and Air Force members' work attitudes and career intent. The Air Force has made a substantial investment in the welfare of Air Force families. The LMDC data are expected to provide information about the impact of past family programs and policies and areas where future programs are likely to have the most positive impact.

III. Data: The part of the LMDC data set utilized in the present study consisted of the matched responses of 1170 Air Force members and their spouses for a total of 2340 people. Fourteen percent were officer families and 84 percent were enlisted families. The sample was drawn from census surveys of certain large Air Force organizations (e.g., an entire wing) at four different locations. The spouses of 39% of the married Air Force members completing the OAP completed and returned the Family Survey. Analysis of the impact of spousal attitudes and characteristics on Air Force members' career intent and job attitudes was based on a subsample of 540 enlisted personnel and their spouses.

IV. Results: Initial and confirmatory factor analyses were performed on the attitudinal portion of the AFFS. Fourteen factors were extracted which identified a number of theoretically important family and spouse variables, including the perceived stressfulness of Air Force life, perceived stressfulness of the Air Force member's job, spousal attitude toward and involvement with the Air Force, spouse's career role orientation, and several measures of the spouse's or family's coping styles. The fourteen factors were found to be interpretable, relevant, and to have adequate psychometric properties. For these reasons the AFFS was considered to be a good measure of the attitudes and perceptions of Air Force families and was used to explore the spousal correlates of enlisted members' career intent and job attitudes as well as the current

attitudes of the spouses of these enlisted personnel. These spouses generally viewed Air Force life as more stressful than civilian life, yet most tended to be supportive of and involved in the Air Force. Prominent sources of stress were the disruptions caused by work schedules, TDYs, and military exercises and recalls. Reduced employment opportunities and a reduction in family income attendant upon transfer to a new duty location were also viewed as having a negative impact on the family. It proved possible to predict the career intent and job satisfaction of Air Force enlisted personnel from spouse attitudes and other family variables, most importantly from the compatibility of the marital pair's work schedules, the positiveness of the spouse's view of the Air Force and, for career intent only, the perceived stressfulness of the Air Force member's job and perceived stressfulness of Air Force life for the family.

V. Conclusions and Recommendations: The findings reported herein reconfirm the close relationship which exists between family life and work life in the U.S. Air Force. The attitudes and characteristics of the current sample of Air Force enlisted families were clearly implicated in their Air Force member's career intent. Given the relationship between career intent and turnover, the Air Force's support of and sensitivity to the needs of Air Force families should be continued. In particular, efforts should be made, where possible, to insure that the work schedules of Air Force members are coordinated with the work schedules of their spouses. Further, the difficulties reported by a significant proportion of Air Force spouses in finding work at a new duty location (18%) suggests that the establishment of better spousal employment services would be particularly helpful to some Air Force families.

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### OBJECTIVES OF THE RESEARCH EFFORT

The main objective of this research effort was to investigate, in a preliminary way, the relationship between married Air Force members' career intent and the demographic characteristics, attitudes, and perceptions of their spouses, as reflected in the spouses' responses to the Air Force Family Survey (AFFS). The most technologically oriented of the military branches, the Air Force invests considerable time and effort in recruiting, selecting, and training high quality personnel. Retention of a high proportion of these individuals is, therefore, a top Air Force priority (Allen, 1980). Because of the demonstrated strong relationship between career intent and employee turnover (Steel & Nestor, 1984), the Family Survey data of the Leadership and Management Development Center offered an opportunity to explore the relationship between a number of theoretically important family variables and the retention of Air Force enlisted personnel. It was hoped that by identifying relationships between Family Factors and Air Force members' career intent, information could be obtained about the ways in which the Air Force could raise retention levels by attending to the impact of Air Force life on the families of Air Force personnel.

### BACKGROUND

There is substantial theoretical and empirical support for the notion that the worlds of work and family life are closely intertwined (see recent reviews by Beeson, 1985; Greenhaus & Beutell, 1985; and Hunter, 1982). However, the exact nature of the reciprocal effects of

family and work are still being sorted out. A data set with considerable promise for helping increase our understanding of the impact of spouse attitudes and attributes on the career intent and job satisfaction of Air Force members is the family and job survey data collected within the last year by the Air Force's Leadership and Management Development Center (LMDC). Of particular interest are data consisting of the job attitudes of married Air Force members and the attitudes, demographic characteristics and perceptions of their spouses. Unlike many previous data sets, where the relationships between family life and work life have been examined from the point of view of a single family member, this LMDC data set includes the responses of both members of the marital dyad.

In 1984 LMDC initiated a revision of its family research instrument, the U.S. Air Force Spouse Survey (Dansby, 1984; Flannery, 1985). The resulting instrument, renamed the Air Force Family Survey (AFFS; Appendix A), represents a systematic attempt to improve the previous instrument, both by improving its psychometric qualities and by adding items that sample areas of theoretical and empirical relevance that were not included in the previous instrument. Because of these improvements it was expected that the new AFFS would provide a more complete understanding of the family-work interface than had the previous Air Force Spouse Survey. The present report summarizes data concerning the factor structure of the new AFFS and the relationship of AFFS factors and demographic items to Air Force members' career intent, job related satisfaction and level of satisfaction with their family's job support.

#### METHOD

The data set utilized in the present investigation consisted of the matched responses of 1170 Air Force members and their spouses for a total of 2340 people. Analyses designed to determine the factor structure of the attitudinal portions of the AFFS were performed using this data set. Fourteen percent of the Air Force members were officers and 84 percent were enlisted personnel. For each pair the Air Force member had completed the Organizational Assessment Package (OAP), a questionnaire designed by LMDC to measure work related attitudes. Their spouse subsequently completed the AFFS. The sample was drawn from a census survey of certain large Air Force organizations (e.g., an entire wing) at four different locations. The married Air Force members who participated in the census survey were given the AFFS to distribute to their spouses. The return rate from spouses was approximately 39%. Thus, the sample of matched pairs an "opportunity" sample that cannot necessarily be generalized to all domestically based Air Force families. Nonetheless, it is a relatively large sample and it has the advantage over much previous research of including the responses of both spouses in these Air Force families. For this reason these data permit a direct examination of relationships between the attitudes of military personnel and their spouses.

### FACTOR STRUCTURE OF THE AFFS

The Air Force Family Survey (AFFS; Appendix A) is a 140-item questionnaire that is divided into three main sections. The first 61 items assess the spouses's attitudes about a variety of topics from involvement in the Air Force lifestyle to marital satisfaction and the spouse's gender role orientation. In the middle section are four groups of items concerning 1) frequency of the family's use of various Air Force services, 2) satisfaction with those services, 3) factors perceived by the spouse to be affecting the Air Force member's career intent, and 4) the perceived impact of various factors connected with Air Force life on the family. The final section of the AFFS consists of 23 items that assess demographic characteristics of the spouse or the family. Items from two sections of the AFFS were subjected to factor analyses, the family attitude items (items 1-61) and responses to items in the middle section of the questionnaire having to do with the Air Force member's career intent and the impact of certain Air Force factors on the family.

For the 61 attitudinal items a factor structure was arrived at on the basis of three considerations: 1) initial and confirmatroy factor analyses (Long, 1983), 2) theoretical considerations (Dansby, 1984), and 3) a requirement that each item be included in one and only one factor. The initial method was a principal component analysis followed by a varimax rotation. Using Kaiser's criterion (eigenvalue greater than one) seventeen factors were extracted of which fourteen were easily interpretable. All 61 items were allocated to one of the fourteen factors, and, with the exception of three items, all had

factor loadings of at least .27. Following this procedure, a confirmatory factor analysis was conducted using a maximum likelihood factoring method where 14 factors were specified a priori. This was followed by a varimax rotation to obtain a final factor structure. Twelve of the fourteen factors identified in the exploratory analysis were confirmed in the second analysis. The confirmatory factor analysis divided one of the initial fourteen factors into two factors and failed to identify one of the initial factors. In all, 53 of the 61 items were allocated to the twelve factors identified on both analyses. Because there were good theoretical reasons for retaining the factor not confirmed in the second analysis (Olson's cohesion factor, Olson, Sprenkle and Russell, 1979) and for retaining as a single factor the factor which was split on the second analysis, the original fourteen factors were accepted as the variable structure for use in subsequent analyses. Factor scores were obtained via a simple linear combination of item responses divided by the number of items in the factor. Table 1 lists the fourteen factors and their internal consistencies (Cronbach's alpha).

Table 1  
AFFS Attitudinal Factors

Factor	AFFS items*	Name	# items	Alpha
1	13,14,16,22 27,29,36	Air Force Member's Job Stress	7	.72
2	12,19,21,33 34,39	Stress of AF Life for the Family	6	.60
3	28,37,57,58 -59,60,61	Marital Satisfaction	7	.75
4	2,5,7,18 26,32	Positive View of the Air Force	6	.80
5	8,10,23,25 41	Sensitivity of AF to Family needs	5	.75
6	1,3,4,6 9,11,-47	Commitment to AF Lifestyle	7	.74
7	15,20,30,38 -40,42	Perceived Job Satisfaction	6	.72
8	24,43,44	Spouse's Career Orientation	3	.36
9	45,46	Gender role Orien- tation of Spouse	2	.57
10	52,55	Spouse Independence	2	.46
11**	48,-49	Family Disengagement	2	.59
12	31,35	Member's Career Intent	2	.85
13	17,-51,53	Social Isolation	3	.55
14	50,-54,56	Help Seeking Attitudes	3	.40

\*A negative sign indicates that the item loaded negatively on the factor.

\*\*This factor did not emerge on the confirmatory factor analysis.

A second analysis was conducted to determine the factor structure of AFFS items 99-117, the items concerning the Air Force member's career intent and the spouse's view of the effect of a number of Air Force factors on family life. A principal components analysis followed by a varimax rotation yielded four "clean" and easily interpretable factors. Factor loadings of the individual items ranged from .41 to .78, with all items loading on at least one factor. Those factors were perceived favorableness of basic job benefits (items 101, 102, 104, 105, 106, & 108), perceived impact of Air Force moves, exercises, and temporary duty assignments (items 107, 109, 111, 112, & 115), perceived job satisfaction (items 99, 100, 103, & 110), and satisfaction with the current Air Force duty location (items 113, 114, 116, & 117). As with the fourteen family attitude factors, factor scores were obtained via a simple linear combination of item responses divided by the number of items in the factor.

Several observations should be made concerning the factor structure of the first 61 items of the AFFS. First, with the exception of factors 8, 10, and 14, the factors identified had acceptable internal consistencies, particularly considering the small number of items in some of these factors. Second, the factors which emerged include a number of the kind of variables that are thought to be critical to an understanding of the ways in which families cope with stress and important life transitions (McCubbin, Cauble, & Patterson, 1982). In this regard, there were separate factors concerning perceived stress (Factors 1 and 2), family or spouse coping styles (Factors 10, 11, 13, and 14), and level of social support (Factors 3 and 5). These factors can be expected to be important to an

understanding of the career intent of married Air Force members, if one reason for leaving the Air Force turns out to be that one's family is not coping well with the stresses of Air Force life. A third observation concerning the factor structure summarized in Table 1 is that some survey items that might be expected to load on a common factor did not. Most noteworthy was the emergence of separate career orientation and gender role orientation factors. In the present data set, a spouse's orientation toward working is relatively independent of the extent to which he/she holds a traditional or egalitarian view of the roles of husbands and wives. The simple correlation between our Factor 8 (spouse's career orientation) and Factor 9 (gender role orientation of spouse) was only  $-.04$ . This independence is further illustrated by the  $.06$  correlation between responses to AFFS item #44 "In our family, it is OK for the wife to work outside the home even if it isn't an absolute financial necessity" and responses to AFFS item #45 "Even if a wife works outside the home, she should still be responsible for running the household." In the past, some researchers have tried to infer gender role orientation or "personal identity" from employment orientation (Beeson, 1985), a strategy that is questionable, given the current pattern of results. The new AFFS permits a direct assessment of role orientation that is relatively independent of career orientation.

#### SPOUSE ATTITUDES

Before moving to a consideration of the relationship between family variables and Air Force members' career intent, a summary of



some of the more interesting and relevant attitudes and characteristics of Air Force members' spouses will be presented, particularly those attitudes that might be expected to provide a picture of the current state of Air Force families. In this summary the focus will be on the responses of the spouses of enlisted personnel, since it is the career intent and job attitudes of enlisted Air Force members that is the focus of the latter half of this paper.

Military life has been characterized in both the technical and popular literature as more stressful and demanding than civilian life (Moskos, 1977; White, 1984). This view matches the perceptions of the current sample of spouses of Air Force enlisted personnel. Fully 76% agree that the special demands of their spouse's Air Force career cause problems for their family that non-Air Force families don't have. Seventy-two percent feel that the Air Force lifestyle causes more stress for a marriage than do non-military lifestyles, and 71% feel their spouse is under "a lot of pressure" as a result of his or her Air Force job. Interestingly, the impact of Air Force life on children is not viewed as negatively, with 55% agreeing that "the Air Force lifestyle offers good conditions for raising children."

Given that over three quarters of the spouses of enlisted personnel surveyed view Air Force life as stressful for families, what do they see as the major sources of stress in the Air Force? Most often viewed negatively in their perceived impact on family life were military exercises and recalls (61%) and TDYs (56%). Fifty-six percent of the spouses surveyed also agreed that their Air Force member's work hours "disrupt our family life more than if my spouse had a non-Air Force job." There were also indications that the effects

of being transferred to certain duty location were negative. Forty-five percent of the spouses perceived limited employment opportunities and 42% a negative change in family income due to transfer to the present base (factors that may well be linked). Interestingly, there was not an overall negative perception of PCS moves, with only 23% of the spouses of enlisted personnel agreeing that they moved too often. Factors that were widely viewed as having a positive impact on family life were the convenience of base facilities and acceptance by people in the local area, with 66% and 51% of the spouses viewing these factors as having a positive impact on family life.

Given that Air Force life is generally perceived by these spouses as having a negative impact on the family, we might expect them to have a somewhat low level of commitment to the Air Force. This was clearly not the case. Fifty-six percent of our respondents indicated that they do feel a part of the Air Force community and 57% feel involved with the Air Force lifestyle. Even a greater proportion (61%) would recommend the Air Force to others as a career. So it appears that the general view of Air Force life as stressful does not translate directly into a lack of support of and commitment to the Air Force. In fact, 66% indicate they want their spouse to make the Air Force a career. And although this is not as high a percentage as those who perceive their Air Force member as wanting to make the Air Force a career (74%), it nonetheless reflects at least a moderate level of commitment by these spouses for continuing with the Air Force, despite some important negative perceptions about Air Force life.

Finally, the spouses surveyed have a high level of both marital satisfaction and general life satisfaction. Eighty-one percent agreed that they are generally happy and fully 95% indicated that they are happy with their marriages. That is not to say that they feel their marriages couldn't be better. In fact, 55% indicated that they wished they communicated better with their spouse.

The overall picture that emerges from the AFFS responses of the spouses of Air Force enlisted personnel is of individuals who are generally quite happy with their lives and very happy, overall, with their marriages. Over half seem committed to and supportive of the Air Force. Yet over three quarters view Air Force life as more stressful for families than civilian lifestyles. The factors seen as most negative in their impact were the disruptions caused by work schedules, temporary duty assignments and military exercises and recalls. Also viewed as having a negative impact by a substantial proportion of these spouses were the effects of the most recent Air force move on their employment opportunities and the (possibly related) factor of reduced family income.

#### PREDICTING CAREER INTENT

One of the primary objectives of the present research effort was exploration of the impact of family variables on the career intent and, by implication, retention of Air Force enlisted personnel. But before proceeding it should be noted that a variety of factors have been identified in previous research which influence career intent, primarily a number of non-family factors, such as job enrichment, job

stress, work group cohesion, role ambiguity et cetera (Mowday, Porter & Steers, 1982). For this reason we can expect the linkages between family variables and career intent to be modest, at best. Yet, modest relationships do not mean that the linkages are not important. The other caveat is that there is a strong link between length of service and career intent (.41 in the present data set). This is due to a number of factors. First of all, in the military those who have been in the longest have passed up a number of opportunities to get out and can be expected, therefore, to have generally high career intent. Secondly, the nature of the military retirement system (no vesting) is such that once an individual has been in the military for a number of years, there are substantial economic incentives for continuing in the military until eligible for retirement. Finally, the longer a person is employed by an organization, the broader their job scope typically is and the higher their compensation level. All of these factors can be expected to strengthen the tenure-commitment relationship and should remind us to interpret with caution the impact of any family variable predictive of career intent which is also significantly correlated with length of service (e.g., length of marriage).

In order to assess the impact of a number of selected AFFS variables on the career intent of Air Force enlisted personnel, a multiple regression analysis was completed using a general linear model. The predictor variables were a number of the AFFS factors identified previously (see Table 1), several demographic items from the AFFS, and several computed variables, including the compatibility between the work schedules of the marital pairs and three dummy coded variables reflecting family life cycle stage. Two AFFS factors (7 and

12) were excluded from the prediction model. Both were expected to have high correlations with the criterion variable (career intent) but for reasons that do little to clarify family-work relationships. Inclusion of the two could obscure other more theoretically meaningful relationships between the AFFS predictors and career intent. Table 2 shows the variables that were included in the regression model.

Subjects for the regression analysis were a subset of the 1170 matched pairs used for establishing the factor structure of the AFFS. Because the dynamics of their career intent were expected to be different from those of the rest of the sample, individuals were eliminated from the data set who indicated that they were expecting to retire within a year or who were married to another Air Force member. These exclusion criteria reduced the sample to 617 matched pairs, of which 77 included Air Force officers and 540 involved enlisted persons. Multiple regression analyses were conducted on the data for the enlisted personnel and their spouses only, due to the small number of officer-spouse pairs. It is the enlisted personnel where retention is most critical, given their higher turnover rates and proportionally smaller applicant pool.

The criterion variable for the multiple regression analysis was the Air Force member's stated career intent, item 16 from the LMDC's Organizational Assessment Package (Short, 1985). In assessing the significance of AFFS predictors of career intent, a conservative strategy was used. Each predictor variable was entered into the model as if it were entered last, showing the effect of the predictor variable after the effects of all the other predictors had been accounted for. The results of the regression analysis are shown in Table 2.

Table 2  
Multiple Regression Analysis of Selected AFPS  
Factors and Items on the Career Intent  
of Enlisted Air Force Personnel

Source	df	Type	
		III SS	F
Model (all predictors)	23	266.27	10.87*
Error	517	550.64	
Factor 1 - Job Stress	1	6.50	6.10**
Factor 2 - Family Stress	1	5.10	4.79**
Factor 3 - Marital Satisfaction	1	1.66	1.56
Factor 4 - Positive View of AF	1	14.12	13.26**
Factor 5 - Sensitivity of AF	1	2.59	2.43
Factor 6 - AF Commitment	1	.03	.03
Factor 8 - Career Orientation	1	.01	.00
Factor 9 - Gender Role Orient.	1	.18	.17
Factor 10 - Independence	1	3.86	3.62
Factor 11 - Disengagement	1	.28	.27
Factor 13 - Social Isolation	1	.00	.00
Factor 14 - Help Seeking	1	.09	.08
Item 118 - TDY Frequency	1	.03	.03
Item 119 - TDY Length	1	.93	.88
Item 122 - Marriage Length	1	33.14	31.12**
Item 123 - Living Location	1	.51	.48
Item 127 - Education Level	1	1.90	1.79
Item 128 - No. Children	1	10.19	9.57**
Item 138 - Time Volunteered	1	.17	.16
CWS - Compatibility of Work Sched.	1	10.81	10.15**
PRESCH - Preschooler at Home	1	.11	.10
SCHAGE - School Age Child	1	2.19	2.05
ADOLES - Adolescent at Home	1	.67	.63

\* Multiple R for Model = .571

\*\*  $p < .05$

Overall, the multiple correlation for the entire regression model (all predictors included) was .571, indicating that it is possible to predict an Air Force member's career intent from their spouses' and family's attitudes and characteristics. Considering each predictor alone, six were able to improve the prediction of career intent to a statistically significant degree over the prediction provided by all the other predictors taken together. In order of magnitude determined by partial correlations with the criterion variable they are as follows: 1) compatibility of work schedules - if the work schedules of the marital pair conflict, then the career intent of the Air Force member is less positive, 2) marriage length - the longer the couple has been married, the more likely the Air Force member is to indicate that he/she intends to make the Air Force a career (positive career intent), 3) number of children - the more children they have, the more positive the Air Force member's career intent, 4) positive view of the Air Force - the more positive the spouse is about the Air Force, the more positive the Air Force member's career intent, 5) stressfulness of Air Force life for the family - the more stressful the spouse perceives Air Force life being for the family, the less committed the Air Force member is to pursuing an Air Force career, and 6) member's job stress - the more stressful the Air Force member's job is perceived as being by their spouse, the more likely the Air Force member is to be intending to make the Air Force a career. This latter finding was unexpected. Inspection of responses to the items in this factor broken down by career intent category (intending to stay, leave or undecided) suggests that the relationship between member job stress and career intent may actually be curvilinear. For example, the

spouses of 58% of those intending to stay in the Air Force and 59% of those intending to leave agree with the statement "My spouse's work hours disrupt our family life more than if my spouse had a non-Air Force job." In contrast, only 48% of the spouses of undecided Air Force members agreed with the statement. This same pattern of responses was true for several of the other items making up this factor.

The dynamics of the career intent of enlisted Air Force members can be further clarified by inspection of responses to some of the items which make up the three AFFS factors that were found to be significant predictors of career intent. Fifty-three percent of the spouses whose Air Force members intend to separate from the Air Force agree with the statement "I would urge my spouse to leave the Air Force rather than accept a transfer that didn't fit in our family plans." In marked contrast, only 24% of those whose spouses are either undecided or intend to make the Air Force a career agree with that statement. There was a slight reversal of expected results with regard to spouses' responses to the AFFS item which stated "We move (relocate, 'go PCS', or transfer) too often." Whereas 23% of those with spouses who intend to make the Air Force a career endorsed this item, only 18% of those with a spouse intending to separate from the Air Force endorsed it and an even lower percentage (15%) of the spouses of those who were uncertain with regard to an Air Force career did so. In this regard it should also be noted that neither TDY length nor TDY frequency was significantly associated with career intent (Szoc, 1982, also failed to demonstrate such a relationship). It may be that TDYs and transfers are an expected part of Air Force



life that do not, therefore, significantly affect career intent. On the other hand, the way these potentially disruptive events are actually experienced by the Air Force member's spouse and/or children may have a significant impact on the career intent of enlisted personnel.

Finally, it should be noted that how positively the spouse views the Air Force is significantly correlated with the Air Force member's career intent. Whereas 76% of the spouses of those intending to stay in the Air Force are glad their spouse joined the Air Force, this is true for only 52% of those who intend to leave. Similarly, while 54% of the spouses of those intending to stay would recommend an Air Force career to a son or daughter, that percentage drops to 32% for the spouses of those intending to leave.

Two other variables that researchers have found to be significant predictors of the career commitment of military personnel were examined. Dansby and Hightower (1984), Orthner and Pittman (1984), and Szoc (1982) all found that the perceived level of job support that a military member experiences from his/her family is a significant predictor of career intent, and Szoc (1982) and Woefel and Savell (1978) have confirmed for military personnel the well documented link between job satisfaction and career intent (Mowday et. al., 1982). In the present data set (enlisted subsample) the correlation between career intent and level of satisfaction with the family's attitude toward the job was .26 and the correlation between career intent and job related satisfaction was .23. The relationship of these two additional Air Force member attitudes to spouse and family variables

was explored using the same multiple regression approach and predictor variables used with career intent (see Table 2).

With regard to enlisted members' job related satisfaction, there were six significant predictors. In descending order of magnitude determined by their partial correlations they were: 1) compatibility of work schedules, 2) TDY length, 3) the family's attitude toward help seeking, 4) a positive view of the Air Force, 5) the spouse's gender role orientation, and 6) amount of time the spouse reports spending in volunteer work. Thus, we can describe the more satisfied enlisted personnel as follows: they have a work schedule that doesn't conflict with their spouse's (or their spouse doesn't work outside the home), their spouse has a positive view of the Air Force, they have slightly longer TDYs than their less satisfied counterparts, they have a spouse who reports that their family is more likely to seek outside help for family problems, their spouses report a more egalitarian gender role orientation, and their spouses spend less time doing volunteer work than do the spouses of less satisfied individuals.

Turning to Air Force members' satisfaction with their families' job support, there were only three significant predictors of this criterion variable from among the 23 variables included in the predictor model. These were 1) a positive view of the Air Force by the spouse, 2) compatibility of work schedules, and 3) marital satisfaction. It is worth noting that compatibility of work schedules and the favorableness of the spouse's attitude toward the Air Force were highly significant predictors of all three criterion variables used in the current study. The only new predictor that emerged here was marital satisfaction. And although the relationship was not a

strong one, we can conclude that Air Force enlisted personnel tend to be more satisfied with their families' level of support for and pride in their jobs, if their spouses have high marital satisfaction.

Overall, our multiple regression model was less effective in predicting the Air Force member's job related satisfaction and satisfaction with the family's job support (multiple Rs of .405 and .434 respectively) than it was in predicting career intent (multiple R of .571). F tests of the differences in the efficiency of the regression model in predicting the three different criterion variables showed that the model was significantly more effective in predicting career intent (accounted for more variance in criterion variable responses) than it was in predicting either of the other two criterion variables (Simpson, 1980).

#### DISCUSSION

The findings reported herein confirm once again the close relationship which exists between family life and work life in the U.S. Air Force. The attitudes and attributes of the current sample of Air Force families were clearly implicated in their Air Force members' career intent. The question of whether the family affects work or work affects the family is probably not a worthwhile question. There is little doubt that family life and work life affect each other in a bidirectional, interactive fashion. In the present study, we were able to show convincingly that family and spouse attitudes can be used to predict work attitudes. Beeson (1985) was just as effective in demonstrating that work attitudes and experiences can be used to

predict spouse attitudes. More important than the direction of effect question is the development of a better understanding of the reciprocal interchange between family and work.

Two models have been prominently advanced in the literature that provide an explanatory framework for understanding the work-family interface, the role conflict model (Greenhaus & Beutell, 1985), and the stress model (Burke & Bradshaw, 1981). The role conflict model suggests that work-family conflict may occur when there is a conflict between the role demands of being a family member and the role demands of being an employee. One possible resolution of work-family role conflicts is to change jobs, hence the connection of role conflict theory to the present study's focus on career intent. Family-work role conflicts are expected to be heightened when there is a high level of commitment to one or both roles, the time pressures in either or both roles are high, either role is stressful, or the behaviors required in one role conflict with the behaviors required in the other. From a role conflict perspective, the current findings suggest that the demands of Air Force life may be producing role conflict in a substantial number of enlisted personnel. In the U.S. Air Force there are high performance standards, periods of long and/or irregular hours, and periodic temporary duty assignments away from home. All of these have the potential for interfering with the enactment of one's family roles. The finding in the current study of a strong relationship between work schedule compatibility and career intent and job satisfaction certainly fits predictions from the role conflict model. On the other hand, the lack of a significant relationship between TDY frequency or length and career intent suggest that the

dynamics of the reenlistment decision can not be accounted for by a simple application of the role conflict model.

The other major theoretical model that has been applied to trying to understand the family-work interface is the stress model. As espoused by Burke and Bradshaw (1981) this model essentially says one of three situations may obtain: 1) the family may be a source of stress that negatively impacts one's work attitudes and performance, 2) the job may be a source of stress with a resulting negative impact on the family, or 3) the family may act as a resource, buffering the effects of job stress. It has also been theorized that stressors (whether they come from family or work) do not directly produce strain. Rather the cognitive appraisal of the potential stressor is critical (Lazarus, DeLongis, Folkman, & Gruen, 1985) as are the coping skills and resources that the individual brings to bear on the stressful situation (Heller & Swindle, 1983). In the present study, the perception of the Air Force environment as either stressful or positive by spouses was clearly implicated in the job attitudes of Air Force enlisted personnel. Both the perception that Air Force life is stressful for the family and the perception that the Air Force member's job is more stressful than most civilian jobs were significant predictors of career intent. At the same time a positive view of other aspects of Air Force life may have buffered the effects of the stressful aspects of Air Force life.

How two other significant predictors of career intent, marriage length and number of children, fit with the two explanatory models is less clear. Because the correlation between marriage length and length of service was quite high in our sample ( $r = .55$ ), and because

length of service is positively correlated with career intent, for the reasons noted above, it could be that the relationship between marriage length and career intent is merely a function of the relationship of marriage length to this third variable (length of service). The same explanation could be used to account for the relationship between number of children and career intent except for the fact that the correlation between the number of children living at home and service length is lower ( $r = .38$ ) and our multiple regression analysis showed that number of children is positively related to career intent over and above the relationship attributable to marriage length. One explanation is that those with large families to support may be reluctant to give up a secure career with the Air Force, particularly in light of the finding that the majority of our respondents viewed the Air Force as a good place to raise children.

If a positive family life moderates or buffers the effects of the stressful features of Air Force life, then we could have expected to find that marital satisfaction was a significant predictor of career intent and/or job related satisfaction. This was not found to be true in our sample of enlisted personnel and their spouses. The other possible pattern of results that would support the idea that a positive family life can buffer the effects of work stress would be the finding that marital satisfaction is predictive of job satisfaction and/or career intent in interaction with variables reflecting the perceived stressfulness of Air Force life. When these interactions were assessed in our multiple regression model (the interaction of marital satisfaction with AFFS Factors 1, 2, and 4), there were still no significant effects, although the interaction of

marital satisfaction with a positive view of the Air Force just missed statistical significance ( $p < .07$ ) in predicting job satisfaction. It should be remembered, of course, that in our model the marital satisfaction measured was the spouse's marital satisfaction, not the Air Force member's. And although the two are undoubtedly highly correlated, it's possible that stronger marital satisfaction effects would have been obtained if the Air Force member's own marital satisfaction were used as a predictor.

#### RECOMMENDATIONS

The findings of the present study of work-family relationships among Air Force enlisted personnel have several implications for the Air Force. First, Air Force efforts to support their enlisted personnel through support of and sensitivity to Air Force families should be continued. In particular, efforts should be made, where possible, to insure that the work schedules of Air Force members are coordinated with the work schedules of their spouses. How this can be done in a way that doesn't discriminate against those without spouses or whose spouses who don't work outside the home, is not clear. Another finding with important implications for the Air Force was that a significant number of Air Force spouses (18% in the present enlisted sample) would like to work but indicate they have been unable to find employment. Although the relationship of this factor to career intent was not assessed in the present study, it is very likely that it negatively impacts career intent and job satisfaction. The recently discussed plans of the Air Force's Family Support Centers to

establish better employment services for Air Force spouses should be fully supported, since it is likely that the payoff in terms of retention and job productivity will more than offset the cost of the program. Finally, it is recommended that the Air Force continue its support of research into the interface of family life and work life. Factors affecting the retention of officers should be explored, and additional research should be conducted where those families most vulnerable to the stress of Air Force life are identified. There is also considerable wisdom in maintaining ongoing research efforts that can chart changes in the family attitudes and work attitudes of Air Force families, changes that could have important policy implications for the Air Force of the future.



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LEADERSHIP AND MANAGEMENT DEVELOPMENT CENTER

MAXWELL AIR FORCE BASE, ALABAMA

# PRIVACY ACT STATEMENT

In accordance with AFR 12-35, The Air Force Privacy Act Program, the following information about this survey is provided:

a. Authority: 10 U.S.C., 8012, Secretary of the Air Force: Powers and Duties, Delegation by Compensation E.O. 9397, 22 Nov 43, Numbering System for Federal Accounts Relating to Individual Persons.

b. Principal Purpose: The survey is being conducted to assess spouse attitudes across a variety of issues relating to Air Force life style.

c. Routine Uses: Information provided by respondents will be treated confidentially. The averaged data will be used for strength and weakness identification of various programs and for Air Force wide research and development purposes.

d. Participation: Response to this survey is voluntary. Your cooperation in this effort is appreciated.

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### GENERAL INFORMATION

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The Air Force is concerned with the morale, attitudes, needs, and welfare of service families, and this survey is an attempt to measure the "pulse" of these important factors. Because of the potential contribution to policy-making, results of this survey can be important to Air Force families worldwide. The survey concerns you, the SPOUSE of an Air Force member, your family, and your attitude towards the Air Force as a way of life. You will be responding to questions about issues and situations that relate to the quality of life for your family.

This is not a test so there are no right or wrong answers. All that is asked is that you answer each item thoughtfully, honestly, and as frankly as possible. Please do not mark on this booklet, as it will be reused. Use the enclosed answer sheet and comment sheet.

Your answer sheet will be processed by automated equipment at Air University, and individual answers are totally CONFIDENTIAL. Answer sheets are processed only by Leadership and Management Development Center personnel and will not be seen by anyone in your spouse's organization or on his/her base. Your answers will be combined with those of other spouses and used for organization-wide or Air Force-wide considerations of the quality of life for Air Force families. Your contribution will be both valued and appreciated, and we thank you for your participation.

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INSTRUCTIONS FOR SECTION 1

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Please fill in the indicated blocks of Section 1 on your answer sheet using a #2 lead pencil. In Section 1 of the answer sheet, complete blocks 1 and 2, using the following instructions:

In Block #1, indicate your sex by darkening the "M" oval if you are male or the "F" oval if you are female.

In Block #2, darken the numbers corresponding to your age.

### GENERAL INSTRUCTIONS

Respond to all items by filling in the appropriate ovals on the answer sheet. If you do not find an answer that fits your case exactly, use the one closest to the way you feel.

Please be sure that you have completed Section 1 of the answer sheet before beginning Section 2.

Please use a #2 pencil and:

- make heavy black marks that fill the desired oval.
- erase cleanly any answer you wish to change.
- make no stray marks of any kind on the answer sheet.
- do not staple, fold, or tear the answer sheet.
- make no marks on the survey booklet.

The answer sheet has ovals for eight possible responses on each item. The first oval is in the column marked "NA" for not applicable. Use this response if the item truly does not apply to your situation. The other response options range from 1 to 7. Respond to items by marking the appropriate oval on the answer sheet as in the following example:

Using the scale below, evaluate the sample statement.

NA = Not applicable	4 = Neither agree nor disagree
1 = Strongly disagree	5 = Slightly agree
2 = Moderately disagree	6 = Moderately agree
3 = Slightly disagree	7 = Strongly agree

Sample Statement: I am pleased with the Child Care Center on this base.

If you moderately agree with the sample statement, you would darken oval (6) on the response sheet. If you haven't used the child care center, or if there is no child care center on your base, you would darken the oval in the column marked NA (not applicable).

Sample Response: (NA) (1) (2) (3) (4) (5) (6) (7)

Please answer the survey items with your spouse's present assignment and current job in mind.

When you have completed the survey, please put the booklet, answer sheet, and comment sheet in the envelope provided, seal the envelope, and return it to your spouse. Your spouse will return the sealed envelope to the person collecting the survey in his or her organization.

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Please indicate the degree of agreement best representing your attitude concerning the following statements (#1 - #61).

NA = Not applicable

1 = Strongly disagree

2 = Moderately disagree

3 = Slightly Disagree

4 = Neither agree nor disagree

5 = Slightly agree

6 = Moderately agree

7 = Strongly agree

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1. I feel involved with the Air Force lifestyle.
2. I would recommend the Air Force as a career to many people I know.
3. My participation in base, unit, or Air Force activities is essential to help my spouse achieve his or her full promotion potential.
4. I feel I am a part of the Air Force community.
5. An Air Force career has as much prestige and status as other careers.
6. I need to know Air Force customs and courtesies.
7. The Air Force lifestyle offers good conditions for raising children.
8. Air Force leaders are aware of the needs of Air Force families.
9. I am interested in being informed and kept up-to-date on subjects related to the Air Force role and mission.
10. The Air Force tries to make service life more attractive for members and their families.
11. It is important for me to know about the kind of work my spouse is doing.
12. If I had to choose between doing what's best for my spouse's career and doing what's best for my children, I'd put my children first.
13. Air Force people must spend more time than people in other careers "staying competitive" for promotion through schooling and training.
14. The special demands of my spouse's career cause problems for our family that non-Air Force families don't have.
15. My spouse's abilities are well used in his or her current job.
16. My spouse is under a lot of pressure as a result of his or her Air Force job.
17. Being with the Air Force makes it difficult to make friends and socialize.



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NA = Not applicable  
1 = Strongly disagree  
2 = Moderately disagree  
3 = Slightly disagree

4 = Neither agree nor disagree  
5 = Slightly agree  
6 = Moderately agree  
7 = Strongly agree

---

18. I am glad my spouse joined or works for the Air Force.
19. I believe there are more drug and alcohol problems in the Air Force community than in the outside community.
20. I think my spouse feels positive about his or her contributions to the Air Force.
21. We move (relocate, "go PCS", or transfer) too often.
22. I think my spouse devotes more time to his or her career than do people in similar careers outside the Air Force.
23. Air Force leaders are sensitive to the needs of Air Force families.
24. It is important to me to have an income-producing career of my own.
25. I believe that my spouse can influence his or her career advancement.
26. I would recommend an Air Force career to a son or daughter of mine.
27. The Air Force lifestyle causes more stress on a marriage than non-military lifestyles.
28. I believe my wishes and desires have an impact on whether my spouse intends to make the Air Force a career.
29. I believe performance reports (like OER's, APR's, civilian appraisals) are more important to my spouse's promotions than for people in non-Air Force jobs.
30. My spouse has a worthwhile job.
31. I want my spouse to make the Air Force a career.
32. Most "Air Force families" are closer or more cohesive than those outside the Air Force.
33. I would urge my spouse to leave the Air Force rather than accept a transfer (PCS move) that didn't fit in our family plans.
34. Children have a difficult time adjusting to the Air Force lifestyle.
35. To the best of my knowledge, my spouse plans to make the Air Force a career.

---

NA = Not applicable  
1 = Strongly disagree  
2 = Moderately disagree  
3 = Slightly disagree

4 = Neither agree nor disagree  
5 = Slightly agree  
6 = Moderately agree  
7 = Strongly agree

---

36. My spouse's work hours disrupt our family life more than if my spouse had a non-Air Force job.
37. How I feel about my spouse's job is important to him or her.
38. I am proud of my spouse's job.
39. I would be happier if my spouse were doing a similar job outside the Air Force.
40. I would like my spouse to change his or her present job but remain with the Air Force.
41. I believe the pay, allowances, and benefits earned by my spouse are fair for the job he or she does.
42. My spouse has skills that would qualify him or her for a good job outside the Air Force.
43. I am able to pursue my own interests in life, independent of my spouse's activities.
44. In our family, it is OK for the wife to work outside the home even if it isn't an absolute financial necessity.
45. Even if a wife works outside the home, she should still be responsible for running the household.
46. The husband should have the final word in most of the important decisions in our family.
47. Overall, friends in the off-base community are more important to our family than friends in the Air Force community.
48. In our family, everyone goes his or her own way.
49. Our family almost always does things together.
50. When we have serious problems in our family, we usually try to solve them without help from outside sources.

---

NA = Not applicable  
1 = Strongly disagree  
2 = Moderately disagree  
3 = Slightly disagree

4 = Neither agree nor disagree  
5 = Slightly agree  
6 = Moderately agree  
7 = Strongly agree

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- 51. We often have friends over to visit in our home.
- 52. I often make important decisions affecting the family by myself.
- 53. I sometimes feel socially isolated.
- 54. We have found outside agencies (counselors, chaplain, Family Support Center, etc.) can help in solving family problems.
- 55. I decide when to do the things I want to do.
- 56. Our family seeks help from others only as a last resort.
- 57. In general, I am happy with my marriage.
- 58. I am very pleased with the way my spouse and I express affection for each other.
- 59. I wish my spouse and I communicated better with each other.
- 60. My spouse and I agree on most of the major issues of life.
- 61. Taking things all together, I'd say I'm very happy these days.

Items #62 - #98 concern services that may or may not be available to you at your current base. If you don't have access to any of the services, leave responses #62 to #98 blank and go to Item #99. If you have access to some (but not all) of the services, please answer for those you have access to.

For the services listed below (#62 - #79), please indicate how often you or your family use them.

NA = Not available on this base	4 = Once or twice a month
1 = Not used	5 = Once a week
2 = Once or twice a year	6 = Several times a week
3 = Every few months	7 = Daily

- |                        |   |
|------------------------|---|
| 62. Base Exchange      | 71. Arts and Crafts Hobby Shop              |
| 63. Commissary         | 72. Child Care Center                       |
| 64. Medical care       | 73. Gymnasium                               |
| 65. Open Mess (club)   | 74. Family Support Center                   |
| 66. Recreation Center  | 75. Chapel and Chaplains                    |
| 67. Base Library       | 76. Theater                                 |
| 68. Auto Hobby Shop    | 77. Youth Center                            |
| 69. Bowling Center     | 78. Base Exchange Cafeteria<br>or Snack Bar |
| 70. Golf (course/club) | 79. Education Services Center               |

For the services listed below (#80 - #98), please indicate your overall level of satisfaction.

NA = Not available or not used	4 = Neither satisfied nor dissatisfied
1 = Extremely dissatisfied	5 = Slightly satisfied
2 = Moderately dissatisfied	6 = Moderately satisfied
3 = Slightly dissatisfied	7 = Extremely satisfied

- |                        |   |
|------------------------|---|
| 80. Base Exchange      | 89. Arts and Crafts                         |
| 81. Commissary         | 90. Child Care Center                       |
| 82. Medical care       | 91. Gymnasium                               |
| 83. Open Mess (club)   | 92. Family Support Center                   |
| 84. Recreation Center  | 93. Chapel and Chaplains                    |
| 85. Base Library       | 94. Theater                                 |
| 86. Auto Hobby Shop    | 95. Youth Center                            |
| 87. Bowling Center     | 96. Base housing                            |
| 88. Golf (course/club) | 97. Base Exchange Cafeteria<br>or Snack Bar |
|                        | 98. Education Services Center               |

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Using the responses provided below, please indicate how you think each of the factors listed (#99 - #108) affects your spouse's intention to make the Air Force a career. (For example, if your spouse is satisfied in his or her job, job satisfaction would have a positive impact on your spouse's intention to stay in the Air Force. You might choose 5, 6, or 7 as your response to item 99. On the other hand, if your spouse is not satisfied in his or her job, job satisfaction would have a negative impact. You might then choose 1, 2, or 3 as your response.)

---

NA = Not applicable	4 = Neither positively nor negatively
1 = Very negatively	5 = Somewhat positively
2 = Negatively	6 = Positively
3 = Somewhat negatively	7 = Very positively

---

- 99. Job satisfaction
  - 100. Status and prestige
  - 101. Rate of pay
  - 102. Air Force (or civil service) retirement system
  - 103. Patriotism
  - 104. Non-Air Force job opportunities
  - 105. Medical benefits
  - 106. Job security
  - 107. TDY requirements (TDY is "temporary duty" in a location different from the normal duty station. The maximum length of a TDY is 179 days.)
  - 108. Family needs
- 

Using the scale below, please indicate how you think each of the factors listed (#109 - #117) affects your family's life. (NOTE: The scale for items #109-#117 is the same as was used in the previous section.)

NA = Not applicable	4 = Neither positively nor negatively
1 = Very negatively	5 = Somewhat positively
2 = Negatively	6 = Positively
3 = Somewhat negatively	7 = Very positively

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- 109. My spouse's TDY's
- 110. Career field (Air Force specialty, type of job) of your spouse
- 111. Change in family income due to transfer to present base
- 112. Possibility of future assignment outside continental U.S. (CONUS)
- 113. Convenience of base facilities
- 114. Employment opportunities for me in the local area
- 115. Military exercises and recalls
- 116. Being at our present duty station (base)
- 117. Acceptance by people in the local area

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This section (#118 - #140) requests information applicable to you and your spouse. This information is necessary to allow consideration of Air Force-wide issues and is not used to identify individuals.

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118. (Frequency of TDY's) My spouse's job requires him/her to be TDY:

- |                           |                             |
|---------------------------|-----------------------------|
| NA = Not applicable       | 4 = 6 to 8 times a year     |
| 1 = Less than once a year | 5 = 9 to 11 times a year    |
| 2 = Once or twice a year  | 6 = Once or twice a month   |
| 3 = 3 to 5 times a year   | 7 = More than twice a month |

119. (Length of TDY's) How long does each TDY usually last?

- |                     |                             |
|---------------------|-----------------------------|
| NA = Not applicable | 4 = 15 to 21 days           |
| 1 = 3 days or less  | 5 = 22 to 30 days           |
| 2 = 4 to 7 days     | 6 = More than 30 days       |
| 3 = 8 to 14 days    | 7 = Duration varies greatly |

120. How long has your spouse been with the Air Force?

1. Less than 1 year
2. 1 but less than 2 years
3. 2 but less than 3 years
4. 3 but less than 4 years
5. 4 but less than 8 years
6. 8 but less than 12 years
7. 12 or more years

121. How long have you been at this station (base)?

1. Less than 1 month
2. 1 but less than 6 months
3. 6 but less than 18 months
4. 18 but less than 36 months
5. 36 but less than 48 months
6. 48 but less than 60 months
7. 60 or more months

122. How long have you been married to your spouse?

1. Less than 1 year
2. 1 but less than 4 years
3. 4 but less than 8 years
4. 8 but less than 12 years
5. 12 but less than 16 years
6. 16 but less than 20 years
7. 20 or more years

123. Where do you live?

1. On the base to which my spouse is assigned
2. On another military installation
3. Off base, renting
4. Off base, buying
5. Off base, other

124. If you live on base, why? (choose single best answer)

- NA. Not applicable
1. Quality or availability of schools
  2. Off base housing of suitable quality too expensive
  3. We didn't find suitable quality off base housing
  4. Better access to base facilities.
  5. We were required to live in base housing
  6. Security
  7. Other advantages

125. If you live off base, why? (choose single best answer)

- NA. Not applicable
1. Not eligible for base housing
  2. Base housing not available when we wanted it.
  3. Investment in housing is part of our financial plan
  4. Quality or availability of schools
  5. Base housing not meeting needs (space, design, etc.)
  6. To get away from the military atmosphere
  7. Other advantages

126. Which of the following best describes your ethnic group?

1. American Indian or Alaskan Native
2. Asian or Pacific Islander
3. Black, not of Hispanic origin
4. Hispanic
5. White, not of Hispanic origin
6. Other

127. What is the highest education level you have achieved?

1. Less than high school
2. High school graduate or GED
3. Less than two years college
4. Associate degree or two years or more college
5. Bachelors degree
6. Masters degree
7. Doctoral degree

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For items 128 to 130, you should consider the word "children" to include any children who are part of your immediate family. This may include the natural children born to either you or your spouse and any adopted or foster children who are part of your family.

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128. How many children do you and your spouse have all together?

- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |

129. How many children presently live at home?

- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |

130. What is the age of the youngest child in your and your spouse's family?

- |                     |                       |
|---------------------|-----------------------|
| NA. Not applicable  | 4. 10 to 12 years old |
| 1. 2 years or less  | 5. 13 to 15 years old |
| 2. 3 to 5 years old | 6. 16 to 18 years old |
| 3. 6 to 9 years old | 7. over 18 years old  |

131. How many other family members (grandchildren, relatives, etc.) live in your home?

- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |

132. Are you employed in an income-producing job?

1. No, do not desire employment
2. No, would like to work but cannot find employment
3. No, desire to work but cannot for other reasons
4. Yes, part time
5. Yes, active military service
6. Yes, federal civil service
7. Yes, other full time employment



133. What is your usual work schedule?

NA. Not applicable

1. Day shift, normally stable hours
2. Swing shift (about 4 PM to midnight)
3. Mid shift (about midnight to 8 AM)
4. Rotating shift schedule
5. Day or shift work with irregular/unstable hours
6. Variable schedule/on-call status

134. Why do you work? (choose single best answer)

NA. Not applicable

1. Make use of free time
2. Financial necessity
3. Earn "extra" money
4. Personal or professional fulfillment
5. I'd just rather work than be at home
6. Maintain or use skills
7. Other

135. Are you a student?

1. No
2. Yes, full time undergraduate
3. Yes, part time undergraduate
4. Yes, full time graduate
5. Yes, part time graduate
6. Yes, correspondence courses
7. Yes, trade or technical school

136. Do you do volunteer work?

1. No
2. Yes, on base only
3. Yes, off base only
4. Yes, on and off base, but mostly on base
5. Yes, on and off base, but mostly off base
6. Yes, about equal amounts on and off base

137. If you are not involved in volunteer work, why not?

1. I am involved in volunteer work
2. I am too busy with my job
3. I am too busy with school
4. I am too busy with my family and home requirements
5. I haven't been asked to volunteer
6. I haven't found the right kind of volunteer work
7. I just don't care to do volunteer work

138. How much time weekly do you spend doing volunteer work?

- NA. Not applicable
- 1. From 1 to 10 hours
- 2. From 10 to 20 hours
- 3. From 20 to 30 hours
- 4. From 30 to 40 hours
- 5. Over 40 hours

139. Regarding wife's clubs on base, I am

- 1. a member of the Officers' Wives' Club
- 2. a member of the NCO Wives' Club
- 3. a male spouse and not eligible for membership in wives' clubs
- 4. a male spouse and don't know whether I am eligible for membership in a wives' club
- 5. not a member of a wives' club because I'm too busy with other things (work, volunteer work, family) to attend wives' functions
- 6. not a member because I am not eligible for membership in either NCO Wives' Club or the Officers' Wives' Club
- 7. not a member of a wives' club because I simply don't care to join one

140. Was either of your parents in the military service?

- NA. Not applicable (neither parent was in military service)
- 1. Yes, but before I was born
- 2. Yes, mostly during my early childhood (age 6 and under)
- 3. Yes, mostly during my middle childhood (age 7 to 12)
- 4. Yes, mostly during my teen years (age 13 to 20)
- 5. Yes, mostly during both my early and middle childhood (from birth to age 12)
- 6. Yes, Mostly during both my middle childhood and teen years (age 7 to 20)
- 7. Yes, mostly during my early childhood through my teen years (birth to age 20)

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We would like to again thank you for participating in this survey. Your cooperation and time are sincerely appreciated. Please be assured that your answers are strictly CONFIDENTIAL and will be combined with those of many other respondents.

A blank RESPONDENT COMMENT SHEET has been included in this survey booklet. You are invited to use this sheet to make any comments you may wish to offer regarding this survey or any family issues. Please insert this comment sheet, survey booklet, and your answer sheet in the envelope provided, seal it, and return the envelop to your spouse. Your spouse will return the sealed envelope to the person collecting the surveys in his or her organization.

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RESPONDENT COMMENT SHEET

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